

# Hiring Teens: Child Labor Laws & Iowa Wage and Hour



The Employers' Council of Iowa (ECI) Western Iowa will host Jim Harris and Diana Norman, Wage and Child Labor Investigators with the Iowa Division of Labor.



Bluespace Creative  
April 24, 2018  
9:00-11:00am  
1205 Broadway  
Denison, IA 51442

No cost to attend!



Register to attend by  
Thursday, April 19th, 2018  
by e-mailing Sherri Vaughn at  
[Sherri.Vaughn@iwd.iowa.gov](mailto:Sherri.Vaughn@iwd.iowa.gov)

Space is limited to  
20 attendees.

The session will cover the following topics:

- Child Labor Permit Requirements
- Minimum Age for Employment
- Times and Number of Hour Limitations
- Permitted and Not Permitted Occupations Based on Age
- How to Determine Hazardous Chemicals
- Minimum Wage and Overtime
- Legal and Illegal Deductions
- Vacation, Holiday and PTO Pay
- Employer Record Keeping Requirements
- If Time Spent in Training is Compensable

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Iowa Employers' Councils are groups of employers who work in partnership with Iowa Workforce Development to meet the needs of businesses and provide expert information on issues that effect the business community. If you would like to know more about what ECI has to offer, visit [www.iowaworkforce.org/eci](http://www.iowaworkforce.org/eci).

An Equal Opportunity Employer/Program

Iowa Workforce Development is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for [XX] PDCs. For more information about certification or recertification, please visit [shrmcertification.org](http://shrmcertification.org).

Iowa Workforce Development is a recognized provider of recertification credits. HR Certification Institute<sup>®</sup> (HRCI<sup>®</sup>), pre-approved this program for X HR(General) credit hour towards a PHR<sup>™</sup>, PHR<sup>®</sup>, PHRca<sup>®</sup>, SPHR<sup>®</sup>, GPHR<sup>®</sup>, PHRI<sup>™</sup>, and SPHRI<sup>™</sup> recertification.

